

MINUTES
EXECUTIVE OFFICERS MEETING
MARCH 18, 1987

PRESENT: Pres. Osborn, Sec.-Treas. Carpenter, Exec. Vice Presidents Lydon and Faherty

ABSENT: Exec. Vice Pres. Evers (u.b.)

MMS to nominate Exec. Vice Pres. Lydon and Vice Pres. Mills for Gompers Award this year.
Passed unanimously.

Sec.-Treas. gave an update on building and the need to hire a project manager.

President gave a report on the procedure the National AFL/CIO will use in the Presidential endorsements.

MMS to check what we gave last year to Poor Peoples Budget and check with Marty Foley on whether this project is in conflict with our organization. So voted.

MMS to buy 5 tickets at \$6.00 each on a non-precedent basis to Grand Fiesta, Chelsea Organizing Project. So voted.

MMS to follow past practice on the Deb/Thomas Award. So voted.

MMS to file Israel Bonds Request. So voted.

MMS to file EAWCBC request. So voted.

MMS to buy 2 tickets for Iron Workers Local 7 dinner/dance and check to see if they bought ad in our bood; if so, buy same size ad -- if not, no purchase. So voted.

MMS to send Sec.-Treas. to AFL/CIO Regional meetings and check to see if Political Director wishes to attend on the budget. So voted.

MMS to endorse Easter Seals project. So voted.

MMS to file National Writers Union request. So voted.

MMS to check the request by M.S. with Tom Berthieume. So voted.

MMS to file A.D.A. request. So voted.

MARCH 11, 1987

EXECUTIVE OFFICERS POLLED.

MMS TO BUY 2 TICKETS AT \$25. 00 each to Retirement Dinner for "Lucky" Canzano, UFCW Local 328.
So voted.

2/19/87

EXECUTIVE OFFICERS POLLED ARO, JL & JF

MMS TO APPROVE GERALD "Jerry" RUDOLPH, A MEMBER OF UTILITY WORKERS LOCAL 454 TO RECEIVE THE BOY SCOUT AWARD AT GOMPERS MURRAY MEANY INSTITUTE. SO VOTED.

MMS TO AUTHORIZE \$110 FOR AD TO HONOR FORMER REP. TOM GALLAGHER. SO VOTED.

3/2/87

EXECUTIVE OFFICERS POLLED ARO, JF & TE

MMS TO APPROVE EXPENDITURE OF \$100 TO SUPPORT LITTLE BROTHERS, FRIENDS OF THE ELDERLY EVENT ON MARCH 11th SPONSORED BY JOSEPH KENNEDY II. SO VOTED

MMS TO TAKE ONE TABLE AT FUNDRAISER FOR FLIGHT ATTENDANTS ON MARCH 6th AT FREEPORT HALL - \$90 PER TABLE. SO VOTED.

3/12/87

EXECUTIVE OFFICERS POLLED.

MMS TO BUY 2 TICKETS TO GENESIS FUND DINNER. SO VOTED.

March 18 Executive Officer
Recent Order, Carpenter, Lydon, Faculty

M.M.S. to nominate Joe Lydon
& Nancy Mills for Gopher
Award this year.
passed

Lee Turner gave an update
on funding & the need to
hire a project manager

President gave a report on
the procedure the National DFCID
will use in the Presidential endorsement.

M.M.S. to check what we gave
last year to the Peoples Budget
& check with Marty on ~~what~~
if their practices ever clash with
us.

M.M.S. to buy 6 tickets at 6 ~~states~~
on a non precedent basis
~~Grand Finale~~

M.M.S. to be the same as
last year on Decs / Thomas Award
passed

M.M.S. to file Local Bonds Request
passed

M.M.S. to File EAWCBO
request
passed

M.M.S. to buy 2 tickets
for Jim ~~brothers~~ ^{brothers} & dinner/dance
+ check to see if they bought
an ad ~~for~~ ^{for} our book or
buy same size if not don't buy

M.M.S. to send letter to
NPL-CIO Regional Mfg & check
to see if ~~Political~~ ^{Political} Director wants
to go on budget

M.M.S. to endorse Easter Seed project
M.M.S. to file National Writers Assoc request
pass

M.M.S. to check the M.S. request
to the Tom Brothers
pass

M.M.S. to donate to to ~~Lenora~~
Fund

M.M.S. to file A.D.A. request



Debs
Thomas
Bernstein
Award
1987

EX
OFF

Salute to Labor

Honoring
Domenic Bozzotto
Nancy Mills

Keynote Speaker
Michael Harrington

Dear Friend:

We are writing to ask for your support for the 1987 Debs-Thomas-Bernstein Award honoring Domenic Bozzotto and Nancy Mills. The award, given each year by the Boston Democratic Socialists of America, will be presented at a dinner ceremony April 16. Joining us will be Michael Harrington, author and leading progressive activist.

History has shown us that a strong labor movement is an essential prerequisite for creating a decent society. Courageous and committed leadership is needed to build a labor movement that can bring justice back to America. Nancy, as Executive Director of Local 285 of the Service Employees International Union, and Domenic, as President of Local 26 of the Hotel Employees and Restaurant Employees International Union, have exemplified that kind of leadership. They have led the way in organizing the unorganized. They have demonstrated how the struggle for justice at home is inseparable from struggles for justice in South Africa, in Central America, and around the world. To those concerned with creating a decent and humane society, Domenic and Nancy have been an inspiration.

The award is named after two great leaders for social justice, Eugene Debs and Norman Thomas, and after Boston's own labor leader and activist Julius Bernstein. In recent years the award has been given to other Boston area activists including: Tommy Evers, David Slaney, Carol Doherty, Jack Davidson, David Scondras, Hubie Jones, Frank Manning and Randall Forsberg.

We hope that you will join us in honoring Nancy Mills and Domenic Bozzotto by becoming a sponsor of this event. Sponsors are asked to contribute \$50, which includes the dinner ticket. Their names will be listed on the invitation and in the evening's program book. Please indicate your support by sending a check payable to the Debs-Thomas-Bernstein Award in the enclosed return envelope. Thank you.

In Solidarity,

Edward W. Clark, Jr.

Edward W. Clark, Jr.
International Vice President, ACTWU*
Honorary Chair

Ellen Feingold

Ellen Feingold

Tom Gallagher

Tom Gallagher

Celia Wcislo

Celia Wcislo
President, Local 285 SEIU*

Debs-Thomas-Bernstein Award Sponsor Committee
*Organization listed for identification purposes only





EX-101-E.

EASTERN ASSOCIATION OF WORKERS'
COMPENSATION BOARDS AND COMMISSIONS

ANNUAL
CONVENTION
REHOBOTH COUNTRY CLUB
REHOBOTH BEACH, DELAWARE
MAY 31-JUNE 2, 1987

EXECUTIVE COMMITTEE
OFFICERS

President
Warner Foraker, Delaware
President Elect
Leonard Lancaster, Ohio
Vice President
Joel Pressman, Massachusetts
Past President
Eugene Laferriere, Rhode Island
Committee Members
Ann Crane, New Hampshire
Robert Arrigan, Rhode Island
Bruce Eanet, District of Columbia
Secretary-Treasurer
Robin Waller, Connecticut

Connecticut
Delaware
District Columbia
Maine
Massachusetts
New Hampshire
New Jersey
New York
Ohio
Pennsylvania
Puerto Rico
Rhode Island
U.S. Dept. Labor
Vermont

4

March 6, 1987

Dear Friends,

This year's EAWCBC is being held at Rehoboth Beach, Delaware. Rehoboth Beach hosts visitors from all 50 states to its fine beach, quiet neighborhoods and excellent eateries. Though the ocean may be too cool to enjoy at the end of May, the hot sun and Atlantic Sands' refreshing swimming pool will make your stay in Delaware memorable.

One only needs to glance through the enclosures to learn what we have in store for you at this year's convention. We would like to point out that you need to make your hotel reservations as soon as possible in order to be guaranteed the special rate on your accommodation at the Atlantic Sands Hotel. Only 100 rooms have been set aside for our use at this boardwalk hotel; however, 25 additional rooms have also been set aside as a backup at a motel a few blocks from the beach.

Enclosed are the registration forms for the convention, Atlantic City trip and the spouses fashion show and luncheon. Also included are the necessary forms to make your hotel reservations.

SEE YOU AT THE CONVENTION !!!

Sincerely,

Warner T. Foraker
President

DELAWARE "THE FIRST STATE"

We are looking forward to having the EAWCBC Annual Convention in Rehoboth Beach, Sunday May 31, 1987 through Wednesday, June 3, 1987. Rehoboth Beach, Delaware's "Family Beach", will provide an educationally stimulating yet relaxing atmosphere for this year's convention.

The convention will begin with registration at 2:00 p.m. through 6:00 p.m. on Sunday, May 31, 1987 at the Atlantic Sands Hotel. Following registration will be the Presidential Reception which will be held from 6:00 p.m. to 8:00 p.m. at the Horizon Room atop the Cape Henlopen Hotel, a short two block stroll down the boardwalk from your hotel.

The Atlantic Sands Hotel has provided us with a special rate of \$75.00 per room, which will accommodate up to four people. However, reservations must be made by April 15, 1987 in order to be guaranteed this rate. A limited number of rooms have been set aside for people attending this convention and, because this is Delaware's most popular resort area, you are encouraged to reserve your room as soon as possible. Hotel reservations should be sent directly to the Atlantic Sands Hotel.

This year's convention will cover some of the following topics:

- Rehabilitation: The Human and Financial Commitment
- Stress in the Workplace
- Percentage of Human Impairment
- Pain and Thermograms
- Safety
- Usual and Customary Fee and Fee Schedule

REGISTRATION

Registration for this years convention will be:

\$100.00 for members

\$125.00 for non-members

\$ 75.00 for spouses

This includes all scheduled business and social functions.

Detach and return the registration form with your check or money order by April 15, 1987.

Mail to:

Warner T. Foraker, President
EAWCBC
Industrial Accident Board
Carvel Building, 6th Floor
820 N. French Street
Wilmington, Delaware 19801

NAME: _____

ORGANIZATION: _____

ADDRESS: _____

NUMBER OF PERSONS	_____	\$100.00 PER PERSON MEMBER
		\$125.00 PER PERSON NONMEMBER
		\$ 75.00 PER SPOUSE

TOTAL AMOUNT _____

PLEASE MAKE CHECKS PAYABLE TO WARNER T. FORAKER, PRES., EAWCBC

DEADLINE FOR: REGISTRATION & HOTEL RESERVATION IS April 15, 1987.
ATLANTIC CITY TRIP IS APRIL 15, 1987

A T L A N T I C C I T Y

Wednesday, June 3, 1987

F A S H I O N S H O W A N D L U N C H E O N

Monday, June 1, 1987

Because of Delaware's close proximity to Atlantic City, New Jersey, a Casino Excursion has been planned for your enjoyment. Transportation will be provided by bus and ferry from the Atlantic Sands Hotel on Wednesday afternoon and returning late that evening. If you haven't been to the casinos before, you will be amazed and thrilled by the glamorous hotels and ornate gambling areas.

A fashion show and luncheon have been planned for the spouses on Monday, June 1st, at the Horizon Room atop the Cape Henlopen Hotel. The cost of the luncheon and transportation is included in the registration fee for the spouses.

In order to enable us to make the necessary transportation arrangements, we need advance notice of the number of people who wish to attend the Atlantic City trip and the luncheon. Please fill out the registration form below and mail before April 15, 1987.

Mail to:

Warner T. Foraker, President
EAWCBC
Industrial Accident Board
Carvel Building, 6th Floor
820 N. French Street
Wilmington, Delaware 19801

NAME: _____

ADDRESS: _____

PLEASE RESERVE _____ TICKETS FOR THE TRIP TO ATLANTIC CITY ON
WEDNESDAY, JUNE 3, 1987.

PLEASE RESERVE _____ TICKETS FOR THE LUNCHEON AND FASHION SHOW
ON MONDAY, JUNE 1, 1987.

SIGNATURE _____

X1

RESERVATION CONFIRMATION
EASTERN ASSOC. OF WORKER'S COMPENSATION BORADS AND COMMISSIONS

NAME

ADDRESS

CITY

STATE

ZIP

PHONE NO.

DATE OF ARRIVAL:

NO. OF NIGHTS:

NO. OF ROOMS:

RATE PER NIGHT: \$75.00

ONE NIGHTS DEPOSIT REQUIRED BY: MAY 4, 1987

MAIL THIS CONFIRMATION ALONG WITH ONE NIGHTS DEPOSIT TO:

ATLANTIC SANDS HOTEL
BALT. AVE & BOARDWALK
REHOBOTH BEACH, DE. 19971
ATT: RESERVATION DEPT.

CALL FOR RESERVATIONS: 302-227-2511
OUT OF STATE: 800-422-0600



On the
Boardwalk



Ocean
Front

Open All
Year

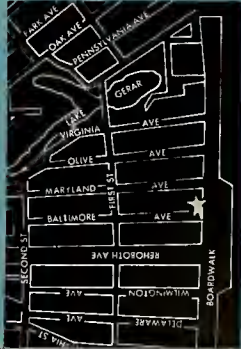
For reservations:

ATLANTIC SANDS MOTEL

Boardwalk at Baltimore Avenue
Rehoboth Beach, Delaware 19971
Telephone: (302) 227-2511
Out of State: 1-800-422-0600

ATLANTIC SANDS MOTEL

REHOBOTH BEACH, DELAWARE



Open All Year

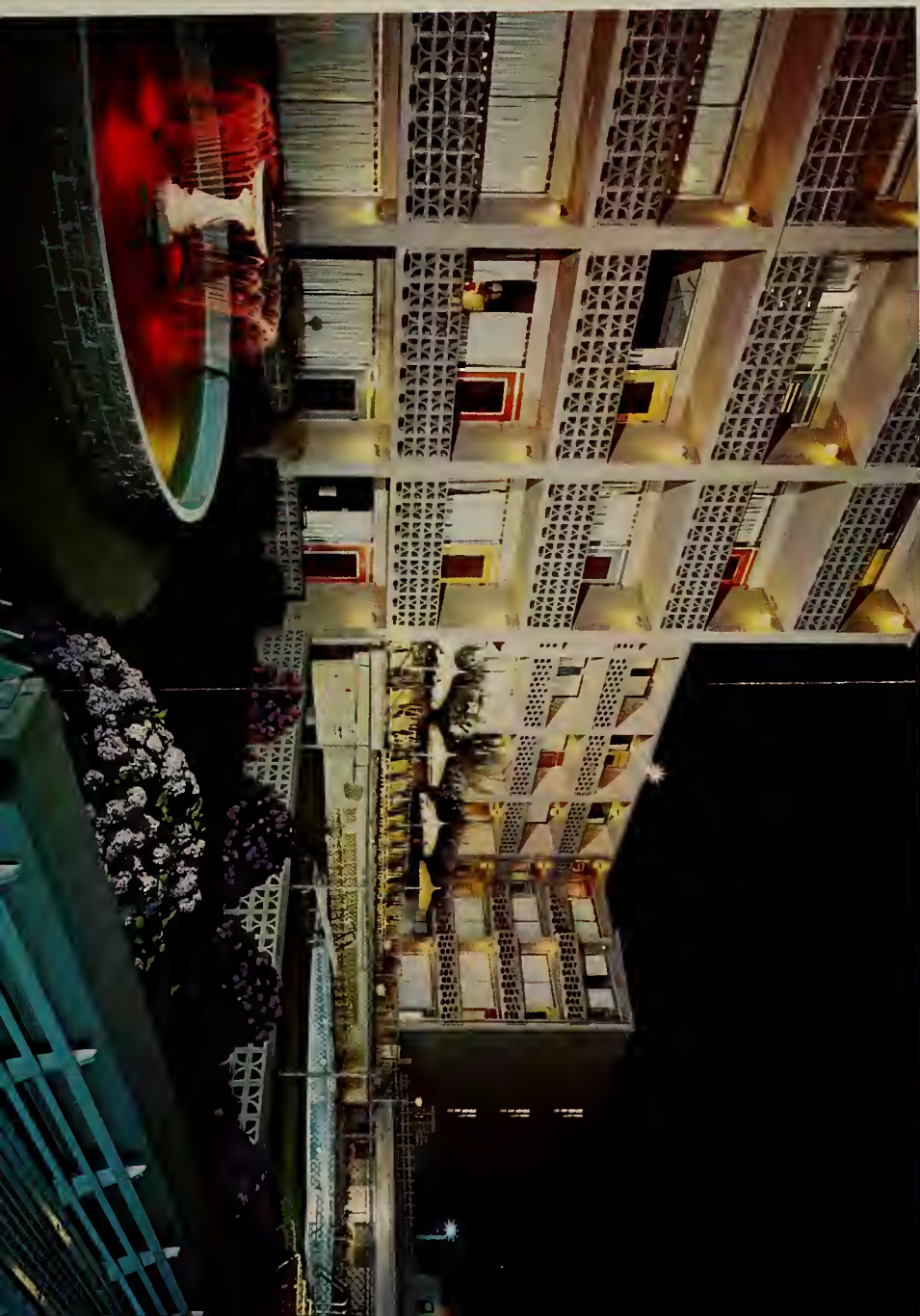
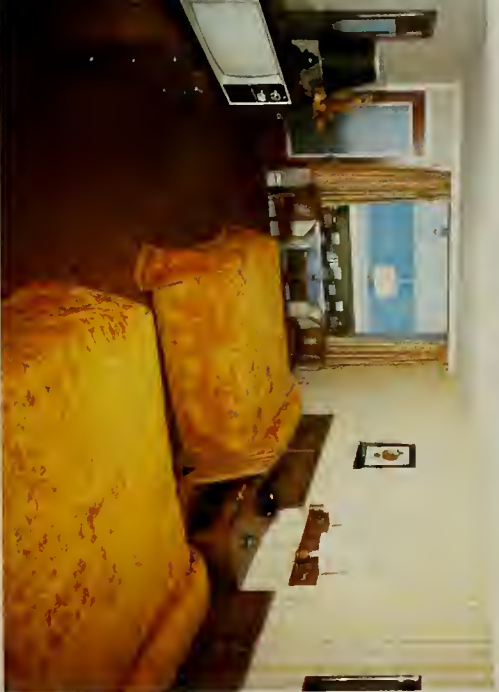


*Designed for Sheer
Comfort and Pleasure*

ATLANTIC SANDS



Welcome! The Atlantic Sands Motel is Rehoboth's premiere place to relax or play. Enjoy the broad white sand beach, swim in our pool or the sparkling Atlantic Ocean. Visit our restaurant, lounge, walk among the cool Delaware pines or simply sit on your patio and watch the Boardwalk parade. We are air-conditioned in summer and have hot water heat in winter.



Copy for
my March
meeting
+ copy to
Rich + J. Haynes
Communications
(use)

POLITICAL ACTION LEAGUE

LOCAL 7 IRONWORKERS



February 19, 1987

Arthur Osborn, President
AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. President:

The Political Action League of Ironworkers Local #7 has continued their active participation in Labor's effort to ensure a voice in the Democratic Party in Massachusetts.

At the February 7th caucuses Local #7 had 46 members and family elected as delegates. Enclosed find a list by congressional districts. As you can see Local #7 still maintains a strong presence in the 7th Congressional District.

Fraternally,

Robert J. Haynes
Secretary/Treasurer

RJH/ec
Enclosure



1987 STATE DEMOCRATIC ISSUES CONVENTION

IRONWORKERS LOCAL 7 - DELEGATES

5TH CONGRESSIONAL DISTRICT

1. AL CARPENITO - CONCORD

7TH CONGRESSIONAL DISTRICT

1. PAT CATALANO - EVERETT
2. RONALD CATALANO - EVERETT
3. ELEANOR CATALANO - EVERETT
4. CAROLE CATALANO - EVERETT
5. GERRY SULLIVAN - EVERETT
6. ROSEANN SULLIVAN - EVERETT
7. JOHN RAGUCCI - EVERETT
8. PAUL DIPIETRO - MALDEN
9. CHRIS DIPIETRO - MALDEN
10. MICHAEL LUCEY - MALDEN
11. ED MAHAN - MALDEN
12. SONNY OLIVAR - MEDFORD
13. MAUREEN OLIVAR - MEDFORD (ALT.)
14. MAUREEN MARFIONE - MEDFORD (ALT.)
15. ROBERT MARFIONE - MEDFORD
16. BOB HAYNES - MEDFORD
17. MARY BETH HAYNES - MEDFORD
18. JOE QUILTY - READING
19. GEORGE LESLIE - READING (ALT.)
20. GEORGE DOYLE - TEWKSBURY
21. ROBERTA DOYLE - TEWKSBURY
22. RICH GODINHO - BURLINGTON
23. PAT CLOUGHERTY - BURLINGTON
24. CHARLES HUGO - STONEHAM

40 DELEGATES ----- 6 ALTERNATES

8TH CONGRESSIONAL DISTRICT

1. BOB HURLEY - BOSTON

9TH CONGRESSIONAL DISTRICT

1. STEVE LYNCH - SOUTH BOSTON
2. MARG SHAUGHNESSEY - S. BOSTON
3. BOB GODINO - W. ROXBURY
4. SUSAN HANLEY - HYDE PARK
5. JOHN HANLEY - HYDE PARK
6. JOE HAUGH - HYDE PARK (ALT.)

10TH CONGRESSIONAL DISTRICT

1. ERIN HUGHES - PEMBROKE
2. FRANK HUGHES - PEMBROKE
3. BOB BANKS - SCITUATE

11TH CONGRESSIONAL DISTRICT

1. JIM CONLEY - AVON
2. NEIL CONLEY - AVON
3. JIM MORRISSEY - AVON
4. ANN MORRISSEY - AVON
5. TOM BROWN - BROCKTON
6. NANCY BROWN - BROCKTON
7. JOHN BURKE, JR. - BROCKTON
8. JOYCE MURPHY - BROCKTON (ALT.)
9. JACK MERNER - BROCKTON
10. FRAN MERNER - BROCKTON
11. CLAIRE BURKE - WEYMOUTH (ALT.)

C
COPY TO
much file
T
JSC

Office & Professional Employees International Union

LOCAL

6



AFL-CIO

577 Massachusetts Avenue
Cambridge, MA 02139

1-800-422-6665
(617) 547-8670

2/26/87

Dear Arthur,

Enclosed find copies of Bob Halloran's & John Larkin Thompson's letters to Jim Mahoney in response to the issues raised at our Dec. 22nd meeting.

All the issues raised have been responded to in a positive fashion. We now have front door access to all the locations where we previously had problems.

Thank you for all your assistance.

In solidarity,
Don Sullivan



Labor Affairs Office
50 Salem Street
Lynnfield, Massachusetts 01940
617/956-3178
617/956-3169

February 6, 1987

Mr. James E. Mahoney
International Vice President OPEIU
577 Massachusetts Avenue
Cambridge, MA 02139

Dear Jim:

The Purpose of this letter is to confirm our earlier telephone conversation.

The minor problem which took place in Boston has been reported to our Vice President of Personnel. He has agreed to discuss same with the people involved. As I indicated to you we cannot always control the remarks of every individual within the company and I was pleased to hear that you agreed with that.

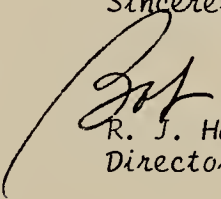
The situation which took place in Braintree has been addressed. You were correct in your report to me and I have been informed that you should not see a repeat of that situation.

Contact will be made with the owners of the other locations which you are concerned with. Hopefully we will be able to provide you with favorable information concerning these locations.

As I indicated to you, Mr. Thompson has been extremely busy with the existing problems in the Western part of the State. I am confident that you would have heard from him prior to this date were it not for the problem in the Springfield area. I know that you are waiting for a response from him concerning the meeting and your letter of January 16th. I am confident that you will be hearing from him in the near future.

I trust that you will find all of this information helpful and that you will contact me if I can be of any further assistance.

Sincerely,


R. J. Halloran
Director Labor Affairs

RJH/da

Blue Shield
of Massachusetts



100 Summer Street
Boston, Massachusetts 02110
617/956-3400

John Larkin Thompson
President

February 10, 1987

Mr. James E. Mahoney, Business Manager
International Vice President
Local 6, OPEIU
577 Massachusetts Avenue
Cambridge, Massachusetts 02139

Dear Mr. Mahoney:

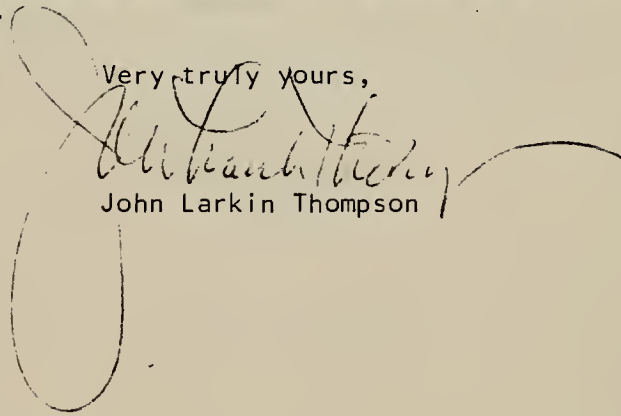
Sorry to be a little late in responding to your letter but I did want to make sure that the two items discussed at the December meeting had been completed.

You had expressed concern relative to the accuracy of information that was being given to employees by their supervisors. The specific areas pertained to the initiation fee and yearly dues. The correct information has been distributed.

A second item that concerned you was a potential safety hazard arising from access to the premises in Quincy. We have notified the landlord that we do not object to the use of the common parking area for distribution of materials. A like message has been given in other locations where similar factors have been identified.

The suggestion that we keep the communications channels open is a good one but I would like to defer, at this time, scheduling another meeting. I think we should see how the campaign goes along and consider this a possibility at a later date.

Very truly yours,


John Larkin Thompson

JLT:lo

Ticket Order Form

"Lucky" Canzano Retirement Testimonial Dinner

Saturday, March 14, 1987
Sheraton Plymouth, Plymouth, Massachusetts

Cocktails - 6:30 P.M.
Dinner - 7:30 P.M.
Dancing till Midnight

Please send 2 tickets at \$25.00 per person to:

Company: MASSACHUSETTS AFL/CIO

Name: ARTHUR OSBORN, PRES.

Address: 8 BEACON ST., 3RD FLOOR

BOSTON, MA 02108

Please enclose your check or money order made payable to the
Canzano Testimonial Committee and return to:

Canzano Testimonial Committee
UFCW Local 328
278 Silver Spring Street
Providence, RI 02904

Please respond before February 7, 1987

FOR OFFICE USE ONLY:

Recd. _____ Check No. _____ Amount: _____

Sent: _____ Ticket Nos. _____

Table: _____

sent out 3/12



STATE OF ISRAEL BONDS
CONSTRUCTION INDUSTRY AND BUILDING TRADES DINNER
in honor

SIDNEY SHUMAN

President

Shuman Development Corp.

THURSDAY, MAY 21, 1987

PARK PLAZA HOTEL

*Exec
Office
J.E.C.*

Dinner Chairman
THOMAS S. GUNNING
Executive Director
Building Trades
Employers Association

Honorary Chairmen
HIS EXCELLENCY
MICHAEL S. DUKAKIS
Governor
Commonwealth of Massachusetts
THE HONORABLE
RAYMOND P. FLYNN
Mayor
City of Boston

Honorary Tribute Chairman
ARTHUR E. COIA
General Secretary-Treasurer
Laborers International Union
of North America

Associate Chairman
ANGELO BUONOPANE
Business Agent
Cement Masons Local 534

CHARLES F. SPILLANE
Vice-President
Massachusetts Building
Trades Council

LOUIS SHUMAN
President
Matrix Construction Corp.

Tribute Chairmen
THOMAS G. EVERS
President
Massachusetts Building
Trades Council

LOUIS A. MANDARINI
Business Manager,
Laborers Local 22
Secretary-Treasurer,
Massachusetts Building
Trades Council

S. PETER VOLPE
President
The Volpe Construction Co., Inc.

Greater Boston Committee
State of Israel Bonds
General Chairman
HARVEY ALLEN

March 6, 1987

Dear George:

We in the construction industry pride ourselves on the fact that we are building a better tomorrow for our communities and our country.

Building takes many forms and perhaps the most important is nation building. Israel, our ally in the Middle East, has been engaged in this process for just four decades and many of us have participated earnestly in its growth.

Our friend and colleague, Sidney Shuman, has been a foremost supporter of Israel's struggle for freedom and economic independence. In recognition of his unyielding advocacy of our sister democracy, Sidney has been chosen as the recipient of the Gates of Jerusalem Medal which will be presented to him at the Israel Bond Organizations's Construction Industry Dinner on May 21st at the Park Plaza Hotel in Boston.

It is my hope that you will join me in assuring the success of this singular tribute to an outstanding leader of our industry by accepting this invitation to serve on the Tribute Committee.

Please return the enclosed card saying that you will serve. I look forward to your early response so that we may accord to Sidney the honor he so richly merits and include your name on the invitation.

Sincerely,

THOMAS S. GUNNING
Dinner Chairman

TSG:ac
Enclosure

PLACE
STAMP
HERE

Mr. Thomas S. Gunning
Construction Industry Dinner
262 Washington Street - Suite 300
Boston, MA 02108

I will be pleased to serve on the committee
for the Construction Industry and Building
Trades Dinner honoring Sidney Shuman.

NAME _____
(Please print)

COMPANY/UNION _____

STREET _____

CITY _____ STATE _____ ZIP _____

American Federation of Labor and Congress of Industrial Organizations

EXECUTIVE COUNCIL



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

EX. OFF.

LANE KIRKLAND PRESIDENT

Thomas W. Gleason
Albert Shanker
Charles H. Pillard
William W. Winpisinger
Wayne E. Glenn
Frank Drozak
Richard I. Kilroy
William H. Bywater
Owen Bieber
Morton Bahr
Milan Stone

THOMAS R. DONAHUE SECRETARY-TREASURER

Frederick O'Neal
Edward T. Hanley
Kenneth T. Blaylock
William H. Wynn
Joyce D. Miller
James E. Hatfield
Vincent R. Sombrotto
Marvin J. Boede
John T. Joyce
Larry Dugan Jr.
Gene Upshaw

Murray H. Finley
Angelo Fosco
Alvin E. Heaps
John DeConcini
John J. Sweeney
Barbara Hutchinson
Gerald W. McEntee
Patrick J. Campbell
Lynn R. Williams
Robert A. Georgine
Jay Mazur

December 30, 1986

Dear Trade Unionist:

The AFL-CIO will hold a series of four regional conferences in 1987 to again provide an opportunity for an exchange of ideas and opinions among the federation's officers, state and local central body officers, representatives of our affiliated unions and other trade union leaders.

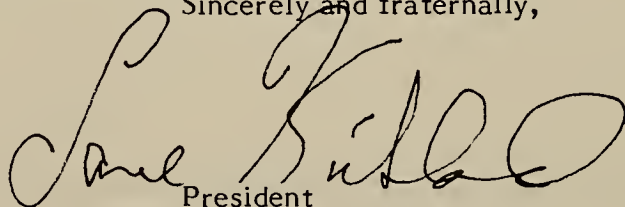
The purpose of this letter is to give you notice of the conferences as early as possible. The schedule, listing the dates and locations of the four meetings, is enclosed.

State groupings by regions have been assigned for each of the four conferences, and it is recommended that delegates from each state attend the conference in their region. However, unionists from any state are welcome to attend in another region if other dates are more convenient for them.

The 1987 regional conferences will be an important source of ideas and information to the national AFL-CIO in shaping programs to serve the labor movement.

Conference and hotel registration forms and an agenda will be mailed to you shortly. In the meantime, I urge you to mark your calendar to attend this year's regional conferences and I look forward to seeing you there.

Sincerely and fraternally,


President

Enclosure



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AFL-CIO 1987 REGIONAL CONFERENCES

I. SAN FRANCISCO (March 20-22) -- Westin St. Francis Hotel

Alaska	Hawaii	New Mexico	Wyoming
Arizona	Idaho	Oregon	
California	Montana	Utah	
Colorado	Nevada	Washington	

- - -

II. NEW YORK CITY (April 10-12) -- New York Penta Hotel

Delaware	Massachusetts	Pennsylvania	W. Virginia
Connecticut	New Hampshire	Rhode Island	
Maine	New Jersey	Vermont	
Maryland-D.C.	New York	Virginia	

- - -

III. CHICAGO (May 29-31) -- Holiday Inn-O'Hare/Kennedy

Illinois	Kentucky	Nebraska	Wisconsin
Indiana	Michigan	N. Dakota	
Iowa	Minnesota	Ohio	
Kansas	Missouri	S. Dakota	

- - -

IV. NEW ORLEANS (June 5-7) -- Fairmont Hotel

Alabama	Louisiana	S. Carolina
Arkansas	Mississippi	Tennessee
Florida	N. Carolina	Texas
Georgia	Oklahoma	

- - -

States have been grouped by regions. While it is recommended that unionists attend the meeting with their state, participants may choose to attend in another region.

CENTURY 21/EASTER SEAL VOLLEYBALL MARATHON



Mr. Arthur Osborne
President
Massachusetts Afl-Cio Council
8 Beacon Street
Boston, MA 02108

Please send me more information
about the Easter Seal Volleyball
Marathon. My company is interested
in a successful corporate charity event.



CENTURY 21/EASTER SEAL VOLLEYBALL MARATHON
484 Main Street—6th Floor • Worcester, MA 01608 • Toll Free: 1-800-922-8290

January 5, 1987

Mr. Arthur Osborne
President
Massachusetts Afl-Cio Council
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborne:

Supporting charity should be good for business as well as charity. After all, if our businesses don't grow, there will be less money for us to give to worthy causes.

If you agree, then please join me in supporting a great corporate charity event this winter - the Easter Seal Volleyball Marathon.

There are many ways to support a good cause. But what better way than by getting your employees together for fun and fund raising.

My employees participated last winter along with employees from nearly 750 other Massachusetts companies. They had a great time for themselves while supporting services for people with disabilities.

When you put a team of employees in the Marathon, they will have more than just fun and a chance to win prizes. They will experience ...

... increased camaraderie resulting from their team effort,

... closer identification with the company "team", and

... recognition in the community.

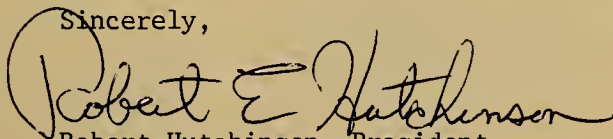
I have seen these things happen in my own office and throughout our Century 21 network as a result of my involvement. Your employees and your company will benefit too.

You will also be helping Easter Seals - a great organization for people with disabilities. The enclosed flyer tells about some of the fine programs the Society provides in Massachusetts.

You know what it takes to get your company involved. Please review the information and give it to your key people with your endorsement.

Thank you. I look forward to seeing your company on the Volleyball Marathon roster this winter.

Sincerely,


Robert Hutchinson, President
Century 21 of New England
Enclosure

CENTURY 21/EASTER SEAL VOLLEYBALL MARATHON

To register for any location, call 1-800-922-8290
or the local number listed

CENTRAL MASS/MIDDLESEX (call locally in Worcester at 757-4464)

ACTON	Saturday, March 21
FITCHBURG	Sunday, March 1
FRAMINGHAM	Saturday, April 18
WORCESTER	Monday-Thursday, March 9-12
	Saturday, March 14
	Sunday, March 15

SOUTHEASTERN MASS/CAPE COD (call locally in New Bedford at 997-1553)

HYANNIS	Sunday, March 22
BROCKTON	Sunday, March 15
NEW BEDFORD	Saturday, February 21
	Sunday, February 22
SOMERSET	Saturday, March 14
	Sunday, March 15
TAUNTON	Sunday, March 1

NORTHEASTERN MASS (call locally in Lawrence at 683-1259)

BEVERLY	Saturday, March 28
	Sunday, March 29
HAVERHILL	Friday, March 20
	Saturday, March 21
PEABODY	Friday, March 20
	Saturday, March 21
TEWKSBURY	Friday, March 13
	Saturday, March 14

GREATER BOSTON (call locally in Boston at 482-3370)

BURLINGTON	Saturday, March 28
CAMBRIDGE	Saturday, March 21
	Sunday, March 22
NORTH QUINCY	Saturday, March 14
	Sunday, March 15
WELLESLEY	Saturday, March 14
	Sunday, March 15

WESTERN MASS (call locally in West Springfield at 734-6434)

AMHERST	Saturday, March 21
PITTSFIELD	Saturday, February 14
WILBRAHAM	Saturday, February 28

What does Easter Seals do after Easter?

The same thing we do before Easter...and before and after Christmas, the Fourth of July, Passover and Thanksgiving Day. Our services for people with disabilities continue all year long.

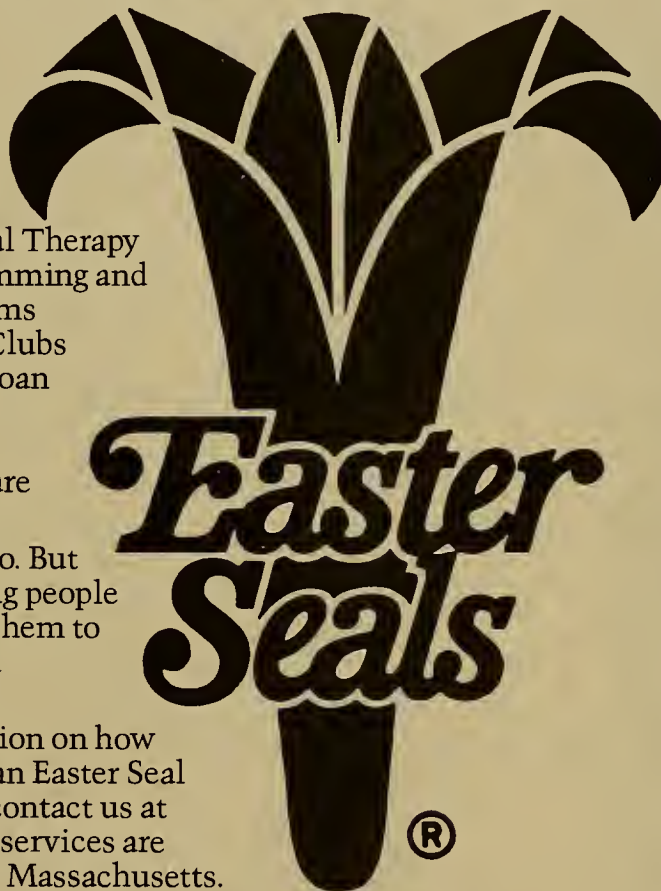
We learned long ago that we can't take away a person's disability. So we designed our programs to teach him how to live with it.

Our services include:

- Rehabilitation Services—Physical, Speech and Occupational Therapy
- Specialized Swimming and Camping Programs
- Stroke Support Clubs
- An Equipment Loan Program
- Easter Seal Home Health Care

Easter and other Holidays come and go. But Easter Seals is helping people every day...teaching them to live independent and productive lives.

For more information on how to take advantage of an Easter Seal service in your area contact us at 1-800-922-8290. Our services are available throughout Massachusetts.

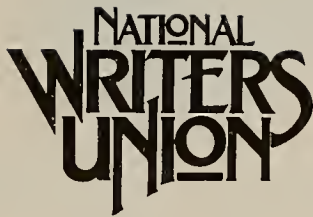


Massachusetts Easter Seal Society

484 Main Street—6th Floor
The Denholm Building
Worcester, MA 01608
1-800-922-8290



EX OFF.



Arthur Osborne
Mass. AFL-CIO State Council
8 Beacon St.
Boston, MA 02108

Dear Mr. Osborne,

March 4, 1987

We're writing to ask for your support. Five years ago, you supported a Call to Writers to form a Union (program enclosed). Over 300 writers responded, and the Boston Local was formed. Now, five years later, the Union is a nationwide and industrywide (journalists, bookwriters, poets, technical writers), with 12 locals around the country. Almost all organizing is done locally with volunteer labor. The Boston Local organizes and serves its 250 members on a budget of little over \$1,000.

The National Writers Union has won contracts for freelancers with 9 magazines and newspapers. We've won over \$150,000 in back pay and royalties, much through the Boston Local's active grievance committee. We now have 2,500 members nationally.

We feel we've accomplished enough that every New England writer should know about us and join us. So we're running a conference April 25 for writers from all over New England. Our major goal is outreach; our budget is a break-even one, but with some financial support from other unions, we could raise some money to help us organize the new members who will be joining. We applied to corporations and grants for financial support; the corporations turned us down and we won't hear from the grants for a while.

We're asking if you would support us with a contribution of \$100 to \$500, We'd be pleased to get union support, and would acknowledge that support on our program. We also have display tables where Union information could be put on display.

We hope to hear from you.

Sincerely,

A handwritten signature in cursive script that reads "Barbara Beckwith".

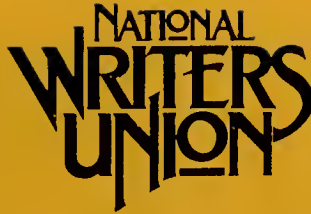
Barbara Beckwith
Co-Chair, Boston Local-NWU

(617) 868-3143

BOSTON LOCAL
P. O. BOX 1073
HARVARD SQUARE STATION
CAMBRIDGE, MA 02238



[The following text is extremely faint and illegible due to the quality of the scan. It appears to be a multi-paragraph document or a list of items.]



for Conference/Union info:
call 617/868-3143
write NWU-Boston Local
P.O.Box 1073
Harvard Sq. Station
Cambridge, MA 02238

The Working Writer: For Love and Money
A Conference of New England Writers
SATURDAY APRIL 25
at J.F.Kennedy School of Government
79 J.F.Kennedy St., Harvard Square
Cambridge, MA

Organized by the National Writers Union-Boston Local
Co-sponsors: Harvard Trade Union Program
PEN New England
Boston University College of Communicaiton
Maine Writers and Publishers Alliance
Alliance of Independent Scholars

Cost: \$25 for NWU Members (you can join at the door) & full-time students
\$40 for non-members

8:20-9:00 Registration (exhibits in lobby)

9:00-10:30 Panels (concurrent)

A) Books: From Manuscript to Marketplace

- William Novak--Iacocca, Mayflower Madam, book on Tip O'Neill (forthcoming)
- Andrea Eagan--NWU President; author, The Newborn Mother, Why Am I So Miserable if These Are the Best Years of My Life?
- John Preston--Safe Sex and 30 other books, mostly novels
- John Matson--Boston-based literary agent (Harold Matson Co.)
- Christine Ammer--A to Z of Women's Health, Women in American Music, A to Z of American Music and others

B) Magazine Writing: Making It in New England

- Caryl Rivers--New York Times, McCalls, Redbook, Nation, Ms., Rolling author of seven books (Intimate Enemies forthcoming)
- Caryl Rivers--New York Times, McCalls, Nation, Redbook, Ms., Women's Day, Working Woman, Saturday Review, Rolling Stone; author of 7 books
- Michael Curtis--editor, The Atlantic Monthly
- Gary Provost--Family Circle, Sporting News, Writers Digest (contributing ed Boston magazine, Boston Globe, Boston Herald, books on freelancing)
- David Roberts--New York Times, Travel and Leisure, Washington Post, American Photographer, Walking, Architectural Digest, book author
- Alfie Kohn--Atlantic, Psychology Today, New York Times Book Review, Boston Globe, Boston Herald, book author (moderator)

10:40-12:20 Panels (concurrent)

C) Opening Up the Marketplace: Confronting Conformity

- Suzanne Gordon--journalist (political/labor/feminist/culture) Mother Jones, Family Circle, Nation, New York Times Sunday Magazine, Washington Post author, Lonely in America and Off Balance: The Real World of Ballet
- Martin Espada--poet The Immigrant Iceboy's Bolero, Trumpets from the Island of their Eviction, Artists Foundation Chinese/Spanish Translation Project
- Todd Jailer--South End Press
- Linda Gardiner--founder/editor, Women's Review of Books
- Mackie McLeod--activist/journalist, Civil Liberties Union of Massachusetts

D) Investigative Reporting: Prying Loose the Inside Story

- Connie Paige--Right-to-Lifers, Middlesex News investigative reporter
- James Bamford--The Puzzle Palace: A Report on NSA, America's Most Secret Agency; New York Times Magazine, Washington Post Magazine, Nation
- Karl Grossman--The Poison Conspiracy, Nicaragua: America's New Vietnam?
Cover Up: What You Are Not Supposed to Know About Nuclear Power,
Mother Jones, Nation, Columbia Journalism Review, Seven Days
- Jill Nelson--Essence investigative reporter, Washington Post Magazine,
Mother Jones, Village Voice, Feminist Review, past pres. NY Black Journalists Association.
- Alec Dubro--The Yazuka-on Japanese Mafia (moderator)

12:20-1:20 Lunch Break (Bring your lunch and network/order box lunches in advance

1:20-2:00---- Anne Bernays (Address Book, Growing Up Rich) reads from ^{for \$10}

READINGS

her new novel Professor Romeo

Martin Espada and Rosario Morales read poetry/non-fiction

2:00-2:30 Keynote Speaker: "The Marketplace of Ideas and the Market Economy--
The Political Economy of the Free Press" Bob Kuttner--economic
correspondent for New Republic, columnist for Boston Globe and
Business Week, former editor of Working Papers

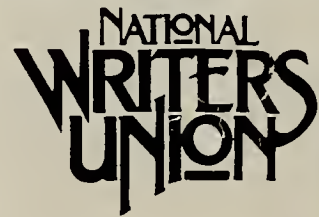
2:45-4:00 Plenary on Writers Rights: Contracts, Grievances and NWU Actions

- Andrea Eagan--NWU President, The Newborn Mother
- Karla Jay--co-author, The Gay Report, author Amazon and the Page:
Natalie Clifford Barney and Renee Vivien (forthcoming)
- Kim Fellner--NWU Executive Director
- John Junkerman--NWU National Grievance Officer, The Hiroshima Murals
- Jeremiach Healy, author and lawyer (moderator)

4:15-5:45 Workshops and Genre Groups

- Small Press Poets and Short Story Writers and Multiple Submission
(Sandra Story and Tom Kiely, Co-Chairs, NWU Literary Writers
Trade Group)
- Beyond Mainstream Book Publishing: Desktop and Small Press Options
(Mark Melnicove-Maine Writers and Publishers Alliance and
Marcia Yudkin, Your Freelance Writing Career: Breaking In
Without Selling Out)
- Breaking Into Print--Barbara Beckwith (Christian Science Monitor,
Boston Globe, Columbia Journalism Review, Baltimore Sun, Sojourner)
and John Koch (Boston Globe Arts and Film editor)
- Negotiating with Newspaper/Magazine Editors (Debra Cash, dance
critic for Boston Globe; Ballet News, Boston magazine, Boston
Herald, Boston Phoenix) and Karen Rosenberg (Nation, Technology
Review, Boston Globe, Boston Phoenix)
- How To Write A Book Proposal--John Preston (author of 30 books)
and Gary Provost (author of 13 books)
- Fifteen Points to a Better Book Contract (Ellen Schrecker, No
Ivory Tower and Archie Brodsky, NWU Book Contract Advisory Group)
- Getting Your Book Promoted (Alfie Kohn, No Contest and Steven
Raichlen, Steven Raichlin's Guide to Boston Restaurants and others)
- Academic Writers Cope With Trade Book Publishers (Marv Gettleman,
Dir. NWU Academic Writers Project, Vietnam and America, El Salvador,
and Stephen Fox, The Mirror Makers, Alliance of Independent Scholars)

Good Writing Must Be Organized!



SERVICES TO MEMBERS

CONTRACTS: As an NWU member you become eligible to participate in contract bargaining with selected publishers. The NWU currently has seven contracts setting minimum rates and working conditions for freelance writers at *The Nation*, *Columbia Journalism Review*, *Ms*, *Mother Jones*, *In These Times*, *The LA Weekly*, and *Musician* magazines. In each case, the union contract greatly improved existing conditions for freelance writers.

GRIEVANCES: The union's local and national grievance committees help members resolve disputes with publishers of books and magazines. If you have a grievance, contact your local grievance committee. (The national grievance committee handles cases referred by the locals.)

CONTRACT GUIDELINES: *For Book Writers:* The NWU trade book contract is available to provide practical guidelines for use by writers or bargaining committees when they begin to deal with a book publisher. It is a non-legal contract which is meant to protect the writer, not the book publisher. There is also *15 Points to a Better Contract*, a list of points which a writer or agent can insist upon—and often win—in a contract negotiation. *For Magazine Writers:* The NWU model magazine contract is available to provide points which are standard, winnable and sometimes winnable in a contract. Also available is a checklist of minimum negotiation points.

INSURANCE: Three comprehensive health insurance plans are available to members at group rates. Each plan offers hospitalization, major medical coverage and life insurance. Our Co-op America plan includes a 20 per cent discount to those who are in good health, exercise regularly, and do not smoke. Rates vary by age and county of residence, and the plan is underwritten by Consumers United Insurance Company. (It is not available to residents of New York state and Maine.) A second plan, available to all union members, is with Support Services Alliance (SSA). SSA rates also vary according to age and

geographic location, and the plan is underwritten by Blue Cross of Northeastern New York. Our third plan, The Entertainment Industry Group Insurance Trust (TEIGIT), is also available to all union members. Rates vary by age. TEIGIT is underwritten by Connecticut General Life Insurance Company.

PRESS CREDENTIAL: The union will certify members as representatives of the press by issuing a press credential to those who qualify. This certification process consists of verifying recent publications or broadcasts. To apply, members should send \$10 along with two passport-size photos—black-and-white or color—and several clippings. The clippings should be no more than two years old. (The credential, which is laminated with a picture, is not the same as the union membership card.)

NEWSPAPERS: Members receive *American Writer*, the union newspaper, which features interviews with a variety of authors, updates on issues affecting members, and nuts and bolts advice for the working writer. It provides full reports on local and national union activities and is the forum for discussion of union strategy and action. Most of the union's locals also publish their own newsletters, with information on local activities.

COMPUTERS: Discounts are offered to members on a variety of Kaypro and IBM computers, as well as NEC, Juki, and Okidata printers.

CAR RENTALS: Discounts are available through Budget Rent-A-Car, Hertz, and American International Rent-a-Car.

CAUCUSES AND TRADE GROUPS: Members who write for special markets, such as women's magazines, or business, music, or technical publications, have formed national caucuses to exchange information and develop strategies for union bargaining with publications. Book writers, journalists, poets, and small press writers, among others, have also formed trade groups in many locals.

Info: 628-8536
BOSTON LOCAL
P. O. BOX 1073
HARVARD SQUARE STATION
CAMBRIDGE, MA 02238

WHY BELONG TO THE UNION?

The Union works for better conditions for writers of all kinds. Its 2,500 members include Alice Walker, Philip Caputo, Dennis Brutus, and Tillie Olsen, as well as members without media names but who are crucial to the free exchange of ideas.

Through COLLECTIVE ACTION, the National Writers Union:

NEGOTIATES CONTRACTS AND WRITERS' AGREEMENTS for freelancers at national and local magazines, newspapers, small press publishers and book publishers. No other writers' organization does this. NWU has won contracts at Columbia Journalism Review, Ms., Mother Jones, the Nation, In These Times and the Los Angeles Weekly, plus a code of practice with small book publisher Isadore Stephanus Sons. These agreements address fees, rewrite payment, payment schedules, reprint rights, libel coverage and treatment of copy. Future targets include book publishers and technical writing companies.

SETS STANDARDS throughout the publishing world. Even where the Union has yet to forge contracts, its presence establishes both the will of an organized labor movement pushing for better pay and conditions, and a legal apparatus ready to stand behind writers in their conflicts with publishers. We provide guides for individual negotiation with magazine, book and technical publishers, plus minimum codes of practices for each area.

WINS GRIEVANCES FOR MEMBERS--The Union recovered \$50,000 owed to 36 writers when a Larry Flynt Publications magazine (Rebel) folded, pressured Holt, Rinehart and Winston to pay \$8,000 for illegal shredding of remaindered books to the late Alvah Bessie, won \$4,000 for 65 unpaid Whole Life Times writers, and \$400 to poet Michael Rumaker for reprinting a poem in an anthology without notifying or paying him. Most grievances are handled locally.

NWU-THE BOSTON LOCAL

The Boston Local started in 1982, when 300 New England writers met to form a union for freelance writers. Our membership in January 1987 is 250 book writers, journalists, poets, tech writers, small press and academic writers. The Local settles member grievances, negotiates agreements with New England publishers, runs meetings/forums/readings (Tax Seminar/Reporting from South Africa/Conformity and Creativity/Choosing A Computer). We send members a monthly newsletter. A Contract Advice group advises members on magazine and book contracts. Journalists and Literary Writers organizing committees meet monthly. Fiction and non-fiction writers support groups have started up. The Steering Committee is democratically elected, and sends members as delegates to the Union's annual meeting of all 13 locals to set policy for the year. We hold parties/picnics at least twice a year. Each 2nd Wednesday of the month we meet for networking/socializing at Woodley's Bar, downstairs at Tapas Restaurant (2067 Mass. Ave. Cambridge-Porter Square). Members and potential members are welcome--it's a good chance to find out what the Union's like in an informal setting.

NWU-THE NATIONAL

The National Office, located in UAW offices in New York City, coordinates union activities nationally. Feminist author Andrea Eagan is NWU president. Kim Fellner, former publicity director for Ed Asner's Screen Actors Guild, is executive director. Union policy is set annually at an assembly of elected union delegates from each of 12 locals.

Grassroots **REPORT**

FIRST DRAFT

National Writers Union takes on publishers

By Barbara Beckwith

"No union is going to tell me when to pay writers," was Boston publisher Josef Kottler's first reaction. The National Writers Union (NWU) had asked him to pay 30 *Whole Life Times* writers \$4,000 in back pay.

Kottler discovered the union meant business. The local made plans to picket his Boston "Whole Life Expo", a money-making event for the "alternative" newspaper. The union contacted Expo speakers who then called Kottler to say they wouldn't cross the picket line. And NWU locals around the country vowed they'd picket *Whole Life Times* expos scheduled for their cities.

In the end, Kottler paid.

It was the Boston local's first organizing victory, promptly followed by a similar campaign on behalf of 50 unpaid writers for *New Age* magazine. That one netted \$30,000. The union also recovered \$12,000 for 25 *New Hampshire Times* writers. In each case, the publisher pleaded financial woes, but eventually came up with the money.

Success surprised even the writers. Independent, individualistic, and isolated from their fellow writers, union freelancers hadn't realized their collective power until they used it.

AN IDEA WHOSE TIME HAS COME

In Sweden, Norway, Canada, Britain, West Germany, and Ireland, writers'

unions are a fact of life. In 1969 Swedish writers won the right to "check-out royalties"—compensation for books checked out of libraries. They won those royalties by staging a mass check-out, emptying the country's library shelves within hours. Authors now get five cents for every book loan.

In the United States, most writers remain both unorganized and poor. The National Writers Union, now three years old, wants to change that. It has already won nine contracts and \$150,000 worth of grievances, surprising considering its size. Although its 2,000 members include well-known writers (Mary Gordon, Amiri Baraka, John Kenneth Galbraith, Alice Walker, William Burroughs), its national office consists of a small rent-free corner of United Autoworkers District 65 offices in New York City. Other unions donate half of NWU's \$125,000 annual budget. (However, the NWU won't affiliate with any national union until it has built a wide membership and strong identity of its own.) The only paid employees are executive director Kim Fellner and two office managers. The 12 locals, run by volunteers, operate out of members' homes.

Even as a young organization, the union has won almost every grievance and contract negotiation it has undertaken. Local committees resolve most grievances, even when the union has no contract. Simple phone calls or face-to-face meetings with editors and publishers usually suffice. If not, letter-writing and media campaigns do the trick. Unpaid *New Age* writers got quick action after Boston newspapers covered

their story—the publisher said he didn't want "bad publicity."

The union pressed Holt, Rinehart and Winston into responding after the company had stalled for a year paying Alvah Bessie \$8,000 for books shredded in violation of his contract. A letter-writing campaign succeeded where threats of legal action had failed. Michael Rumaker won \$500 from Penguin—for anthologizing his poem without notifying him—simply by mentioning his union membership and its grievance procedure.

Harder to win than grievances—and even more difficult to enforce—are union contracts covering all freelancers working for a particular publication or publisher. Contracts establish that authors will be reimbursed for expenses they incur for assignments and that publishers will respond to queries and submissions within a reasonable time. Contracts also cover libel coverage, pay for rewrites, minimum pay rates, and rights to reprint, anthologize, and adapt for television or other media. NWU contracts embrace both union members and non-union writers, but don't require the publisher to hire union members—it's an open shop.

The NWU has clearly hit a responsive chord. Freelancers are barely solvent. Twenty-five thousand taxpayers list their profession as "writer," but probably no more than a thousand support themselves at it. Freelancers write practically all the articles in many magazines, but they remain the lowest paid professionals in the industry. A few authors like Stephen King and Judith Krantz make millions. Outside of such stars, only screenwriters (represented by the Writers Guild of America) and staff reporters (represented by The Newspaper Guild) make living wages. The vast majority of freelancers earn under \$5,000 a year from their writing. Magazine pay rates have barely risen—and in many cases have fallen—in 25 years. Poets and short story writers receive token pay—or none. Most freelancers teach, edit, or do temporary work to support their article, poetry, or book writing.

Moreover, the trend in book publishing is toward mass-market and blockbuster books. Editors prefer using "work-for-hire" writers, who grind out formula fiction, romances, and how-to

Barbara Beckwith is co-chair of the Boston local of the National Writers Union and a free-lance writer.

books, rather than buying the books writers create on their own—especially first books. And newspapers often say they are “too busy” to bother with contracts.

Competition is intense, so freelancers are also desperate to get published. Some publishers reject 98% of submissions. *Family Circle*, for instance, buys only 150 out of 70,000 submissions and proposals each year.

And there are immediate, tangible grievances. A publisher takes more than a year to read a book manuscript. A poet's work is anthologized without permission or payment. A publisher decides a book's not a “seller” and shreds remaining copies only a few months after it appears on bookstore shelves. “Jobbers” extract up to 45% of a technical writer's pay for finding the writer a job. A company in financial trouble suspends publication, pays the regular staff, but leaves freelancers in the lurch. A publisher demands several rewrites of an assigned article, offers no extra pay for the extra work, and then rejects the article with no pay at all.

OBSTACLES TO ORGANIZING

Freelance writers, however, are tough to organize. They work alone and they are fiercely independent. Many chose to be



The National Writers Union joined hundreds of marchers in a New York anti-apartheid demonstration this summer.

About the National Writers Union

NWU locals: Boston, Chicago, Los Angeles, Maryland, New Jersey, New York, North Carolina, San Francisco Bay area, Santa Cruz, Twin Cities, Washington, DC, Westchester County (NY).

NWU Services: Contract bargaining; grievance committees; contract guidelines for book, magazine, and small-press writers; access to group health insurance; national and local newsletters; press credentials; car-rental and computer discounts; local programs and directories.

Dues: \$35 to \$115, depending on income from writing.

Address: 13 Astor Place, 7th floor, New York, NY 10003 (212) 254-0279.

freelancers rather than staff writers in order to maintain their independence. Isolated in their homes, usually negotiating with editors by phone, mail, or computer, few meet other freelancers working for the same publisher. They're somewhat like temp workers or farmworkers who work for several bosses during a single season.

Most unionized workers share the same boss, workplace, and contract, but writers have no common workplace or boss. A freelance journalist works for perhaps half a dozen publications at the same time. No two writers work for the same set of publishers. Every time freelancers submit an article, they must negotiate a new contract. Some publishers print up two contracts, one for writers who don't

know to ask for a better one, and a second, more generous one that experienced writers know to demand.

Organizing even a single contract bargaining unit is a big task. Targeting a national publisher means contacting hundreds of freelancers across the country. To find writers, organizers pore through back issues for names and dig through telephone books for addresses. The Boston local's *New Age* grievance, for instance, involved tracking down writers in San Francisco, Los Angeles, New York, and Washington. These writers, in turn, had to organize *New Age* writers in their areas since 75% of *New Age* writers live outside Massachusetts.

Once organized, bargaining units are



Alvah Bessie, writer, union member and activist, died the day before the union won his grievance against Holt, Rinehart & Winston over the shredding of 3,000 copies of his novel, "One for my Baby."

difficult to maintain. New writers constantly join the publication's freelancer pool (some editors call it their "stable"); others leave to write for other publications or give up writing as a source of income. Finding stewards who will represent a local and stick with a publication for the length of a contract can be a problem. But stewards are crucial—the contract is worthwhile only if every writer for a publication knows what's in the union contract and insists that it be followed.

Labor laws—especially the National Labor Relations Act—don't protect

freelancers. Writers are considered "independent contractors," not employees. Thus, workers who try to unionize a publication, and form bargaining units aren't protected against firing or blacklisting.

A writers' union in the United States is also up against a powerful and increasingly centralized industry. Corporate giants are buying up publishing houses. Publishing empires like Conde-Nast—owner of *Glamour*, *Vogue*, *Bride*, *Gentleman's Quarterly*, and *Self*—are formidable employers to tackle. Non-publishers, like Gulf &

Twenty-five thousand taxpayers list their profession as "writer," but probably no more than a thousand support themselves at it.

Western, increasingly own magazines, newspapers, and book publishers (see D&S #101).

Writers themselves can sometimes be obstacles to organizing. "Why should these people make proletarian noises," novelist John Updike said of the NWU. "Writers are a luxury in society. What a wonderful way to live, sitting on your bottom, pounding on a machine about yourself." Many young writers from white-collar families come from a non-union legacy. They don't know what collective gains unions have made.

BEYOND THE LEFT GHETTO

Whenever a union campaign succeeds, however, writers understand their power. And they do have formidable weapons. Writers are skilled, articulate, persuasive, and savvy about the media. They can put their grievances into writing. They know how to gather information to support a case. And they can use their media contacts to get coverage.

So far, all targets for contract negotiations have been liberal or left-wing publications: *Ms.*, *Mother Jones*, *Columbia Journalism Review*, *In These Times*, *Black Film Review*, *Los Angeles Weekly*, *The Nation*, *Stephanus Sons*, and *Musician*. NWU locals targeted publishers where union writers already made up a base of support, where writers' gripes were strong, and where a media campaign could embarrass "liberal" publishers who refused to negotiate.

The Los Angeles local, for instance, went after the *Los Angeles Weekly*, not the *Los Angeles Times*. Thirty of the *Weekly's* 80 regular writers were union members, including several regular columnists. While the *Times's* high pay rates made it seem invulnerable, pay rates at the *Weekly* were low, payment was often months late, and the paper often demanded rewrites without additional pay. Most writers lived in the L.A. area and could meet in person. And it helped that the publisher had liberal pretensions and wouldn't want his image tarnished. In fact, a turning point in the campaign came when a rival weekly, the *Reader*, reported on the organizing drive.

Now the NWU is trying to broaden the scope of its organizing. At first, says Marc Cooper, one of four members who negotiated with the *Weekly*, "It was important to have some visible gains by getting a few contracts. But we've

So far, all NWU targets have been liberal or left-wing publications.

outgrown that now. We have to leave the left ghetto and go after publications with more wealth." Kim Fellner, the union's executive director, agrees: "We look at our nine contracts and the gains made with grievances and it looks as though we have a long way to go. But you have to start somewhere."

To help select new organizing targets, union organizers are collecting records on publishers, agents, grievances, and contracts. Often, grievances turn into campaigns. The union also looks for places where it already has a core of members and the publisher is vulnerable. That last criterion, for the moment, excludes the large conglomerates such as Conde-Nast.

The union's goal over the next year is to organize one mainstream periodical and one mainstream book publisher. Without contracts with mainstream publishers, the National Writers Union will not achieve clout in the publishing industry as a whole. Toward this goal, negotiations are underway with publisher Farrar, Straus, Giroux. The periodical target will be announced this

winter.

Going after powerful targets is a risk, says NWU founding member Jeff Weinstein, but "There's no such thing as a failed organizing campaign." Every campaign raises writers' consciousness. It educates them about their rights. It spreads the union work. It prepares organizers for the next drive. As NWU member Suzanne Gordon puts it, union members are learning. "We're no different than an auto worker or a trucker."

Meanwhile, the union is trying to shore up contracts already won. When the National Writers Union got started, it had a core of experienced organizers who were also writers. It's now moving toward being a union of experienced writers who must learn how to organize. None of the writers, for instance, who bargained with the *Los Angeles Weekly* had ever bargained a union contract before. Says Fellner, "We forget how long it took to get the eight-hour day. There are always a million obstacles. It's a testament to the strength of the concept that it happens anyway." ■

A CALL TO THE NATIONAL WRITERS UNION

We have almost no control over the material conditions of our lives. The average American author earns less than \$5,000 a year from writing. Nationwide, 25,000 people claim to be freelance journalists, but only 300 of these can support themselves solely by their craft. During a decade of soaring inflation our real wages have declined steadily. Hardly a single major magazine has increased its fees. Publishing houses are lowering, not raising, their advances and royalties.

Our plight is not only economic.

Rapidly advancing concentration in the communications industry threatens to silence serious writers who are out of political or literary fashion. New writers find it more difficult to publish, and even established writers are subject to what is known as "the censorship of slow moving books." Government support for both literature and literacy has been slashed. Attacks on writers—book bannings, censorship, and capricious libel suits—are increasing across the country.

What can we do?

Until recently the answer has been, "next to nothing." For years we have been wedded to the image of the struggling writer, isolated at a desk, facing a blank white page, incapable of participating in collective action. But on October

11, 1981, we took a historic step. On that day over 2,000 writers gathered at the American Writers' Congress and voted overwhelmingly to support the creation of a National Writers' Union.

Such a union will not only provide the services that have been available through traditional writers' organizations (model contracts, censorship protests, health and disability insurance and lobbying, for example). It will do much more. It will have the power to bargain collectively with publishers and enforce contractual agreements. Thus it will be able to set minimum rates, provide for increases in the cost of living, challenge "work-for-hire" contracts, help insure adequate distribution and promotion of books, guarantee prompt consideration of manuscripts, and in general participate in the decisions which affect not only our pocketbooks but the spirit of our culture.

Writers in countries throughout Western Europe and American artists in other disciplines have created strong and successful trade unions. So can we.

If you earn part or all of your living by writing, we invite you to join the National Writers' Union. As writers we may work alone, but as workers we need no longer stand alone and certainly we need not fight alone.

Thanks to the Massachusetts AFL-CIO State Council; the International Ladies Garment Workers Union; Local 925, Service Employees International Union; and the Communication Workers of America. Special thanks to Joseph Buckley.

Presented by the Organizing Committee of the Boston chapter of the National Writers' Union in cooperation with the Institute of Politics, Kennedy School of Government, Harvard University.

ENDORSERS OF THE CALL TO THE NATIONAL WRITERS UNION

Norman Alster
Stephen Anabel
Abdul Rahman
Mohammed Babu
Milton Bass
Alan Berger
Anne Bernays
Paula Bonnell
Rosellen Brown
Dennis Brutus
Gail Caldwell
Ellen Cantarow
Alan Caruba
Deborah Cash
Stephan Chorover
Andrew Coburn
Stu Cohen
Dan Connell
Robert Coover
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Anne Marie
Cunningham
Emily Dalgarno
D.C. Denison
Anita Diamant
John DiCocco
Annie Dillard
E.L. Doctorow
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Peter Dreier
Abby Freedman
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Christy George
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Celia Gilbert
Mitch Goodman
Suzanne Gordon
Philip Green
Donald Hall
Stratis Haviaras

Alice Hoffman
Robert Howard
Ted Hower
Kathy Hutthines
Lewis Hyde
Art Jahnke
Hubert Jessup
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Justin Kaplan
X.J. Kennedy
Assaf Kfoury
Mel King
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Doug Simmons
Kathleen Spivack
John Temple
Ross Terrill
David Williams
Helen Yglesias
Jose Yglesias
Mark Zanger
Howard Zinn

Design: Mike Prokosch

BOSTON WRITERS UNION CONGRESS

Institute of Politics, Kennedy School of Government, Harvard University
79 Boylston Street, Cambridge
Saturday, May 22, 1982

9:00-9:45 a.m.: Registration (no fee, free)

9:45-11:15 a.m.: Panels

Freelancing in Boston—Forum (Central Area)

Moderator: Gerald Peary, contributing editor, *American Film*; former film critic, *The Real Paper*

Karen Corbin, freelance journalist, *Bay State Banner*, *Equal Times*

Christy George, freelance journalist, WGBH-TV, WEEL

Amy Hoffman, managing editor, *Gay Community News*
Robert Kuttner, editor, *Working Papers*; author, *Revolt of the Haves*

Robert Lovinger, freelance journalist, *Boston Magazine*, *Boston Globe*, *Boston Phoenix*

Freelance Writing for Commercial Clients—Room 230

Moderator: Abby Freedman, script writer, Digital, Polaroid and Boston A-V Producers; education writer

Moderator: Polly Paquette, freelance copywriter

Alan Caruba, editorial and public relations consultant, Touche Ross, Hyatt Hotels; former officer, American

Society of Journalists and Authors

John DiCocco, copywriter, Johnson-Raffin, William Durfee, Turnbull & Co. and other agencies

John Temple, script writer, copywriter and journalist, Digital, Honeywell, IBM, Polaroid, JFK Library

Writing for Academic Presses and Scholarly Publishers—Room 280

Moderator: Suzanne Gordon, associate editor, *Working Papers*; author, *Lonely in America*

Stephan Chorover, professor of psychology, MIT; author, *From Genesis to Genocide*

Emmy Daigarno, professor of English, Boston University

Leo Marx, professor of American Cultural History, MIT; author, *The Machine and the Garden*

John Simon, editor-in-chief, Holmes and Meier

11:30 a.m.-1:00 p.m.: Panels

Writers Under the Gun: Third World Issues—Room 150

Moderator: Dan Connell, freelance journalist, BBC, Reuters, *Guardian*, *Nation*; contributing editor, *Horn of Africa Journal*

Jean-Claude Martineau, short story writer, lyricist

Les Payne, Pulitzer prize-winning journalist; editor, *Newsday*

Stephanie Urdang, author, *Fighting Two Colonialisms: Women in Guinea-Bissau*

Women: A Force for Literary and Journalistic Change—Forum (Central Area)

Moderator: Connie Paige, former staff writer, *The Real Paper*, *Boston Phoenix*; freelance journalist, *Mother Jones*, *Village Voice*

Alice Hoffman, novelist; author, *Property of, White Horses*, *The Drowned Season*; screenwriter, Warner Brothers

Karen Lindsey, author, *Frienas as Family*; former columnist, *Herald American*, *Boston Phoenix*; freelance writer, *Mother Jones*, Ms.

Gloria Naylor, poet, short-story writer; novelist, author, *The Women of Brewster Place*

Andrea Rushing, associate professor in Black Studies and English Departments, Amherst College; freelance writer, *The Massachusetts Review*, *Afro-American Poetry*, Ms.

Kathleen Spivack, poet; author, *Flying Inland*, *The Jane Poems*, *Swimmer in the Spreading Dawn*

Writing As Property: Who Owns Your Work?—Room 140

Moderator: Lewis Hyde, author, *The Gift: Imagination and the Erotic Life of Property*

Paula Bonnell, copyright lawyer, novelist

Rosellen Brown, poet and novelist; author, *Tender Mercies*, *The Autobiography of My Mother*

Charles Kadushin, co-author, *Books: The Culture and*

Commerce of Publishing; professor of sociology and psychology, Graduate Center of the City University of New York

John Taylor Williams, copyright lawyer, partner, Haussermann, Davison & Shattuck

1:00-2:30 p.m.: Lunch (2:00-2:30: Singing by The Fiction Brothers)

2:30-5:00 p.m.: Plenary Session

2:30 p.m.: Keynote Speech by Marge Piercy, novelist, author of *Small Changes*, *Vida*

Genre Reports: poets, journalists, commercial writers, fiction writers

Panel: Unionization in the Arts

Moderator: Suzanne Gordon

Lila Garrett, Emmy Award-winning screenwriter; executive board member, the Writers Guild West

Leonard Liebowitz, counsel to the symphony musicians and dancers in the American Ballet Theatre

John Simon, editor-in-chief, Holmes and Meier

D.K. Holland, working graphic artist; executive vice president, National Graphic Artists Guild

Jack Golodner, head of Professional Employees Department, AFL-CIO

Smoking in designated areas only.

American Federation of Labor and Congress of Industrial Organizations

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815 Sixteenth Street, N.W.
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EX OFF.

January 29, 1987

Mr. Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts 02108

Dear President Osborn:

I am writing to seek your involvement and support in continuing our initiative to train labor leaders in effectively communicating on television.

In 1986, the Labor Institute of Public Affairs (LIPA) in conjunction with AFTRA, the George Meany Center for Labor Studies and the AFL-CIO Department of Information, mounted a series of Television Performance Training Workshops. This highly successful series of workshops was open only to trade unionists whose names were submitted to LIPA by their International Unions.

For 1987 and 1988, we are offering the workshops to Executive Board members of AFL-CIO State Federations. We expect to schedule approximately 16 half-day workshops around the country between March 1987 and June 1988.

As in 1986, our goals are to make labor spokespersons comfortable with being on camera, learn techniques to enhance their TV presence and shape their message to be both effective and appeal to a broad audience. Participants will receive hands-on training, and depending on the number of participants, will be videotaped and evaluated in simulated interviews.

We will limit this training to members of your Executive Board -- no substitutions.

State Federations wishing to sponsor a performance workshop for their Executive Board members will be responsible to provide the meeting room and meals, TV/Monitor (if available) and staff liaison to work with LIPA to make all arrangements. LIPA will provide top media professionals to instruct, all workshop materials and a one-person union camera crew with equipment. In order to assure maximum attendance, it is requested that workshops be co-scheduled with your regular Executive Board meetings.

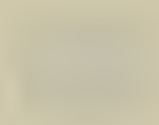


815 Sixteenth Street, N.W., Suite 206
Washington, D.C. 20006
(Tel.) 202-637-5334

FACT SHEET

1987-88 LIPA TV PERFORMANCE WORKSHOPS

- The 1987 LIPA TV Performance Workshops are open only to sitting members of AFL-CIO State Federation Executive Boards. The half-day workshops will be held from March 1987 through June 1988 around the country. LIPA expects to conduct 16 workshops.
- LIPA will provide for the workshops:
 - * A top media training instructor;
 - * Workshop materials and handouts;
 - * A one-person union camera crew and equipment;
 - * The value of these services is between \$2,500 and \$3,000.
- State Federations will provide for the workshops:
 - o Responsible staff liaison to work with Julie Smith at LIPA. Staff liaisons will arrange workshop logistics, keep track of registrants, and gather press clippings of local issues of importance to labor.
 - o Facility in which to hold the workshop. It must be large enough to accommodate all Board members to be trained, plus workshop leaders and equipment. State Federation will bear cost of room rental, if required.
 - o TV/Monitor for use during workshop, if available.
- Workshops will be co-scheduled during one of the regular State Fed Executive Board meetings, to assure maximum attendance. If you don't normally meet in a free facility, but use a location where there is a fee attached, the State Fed will be responsible for costs where the workshop is held.
- A non-refundable \$350 fee will be charged to those State Feds selected for a workshop.
- Since a limited number of workshops will be scheduled, a prompt response will be appreciated no later than February 23, 1987.
- Selection will be made on a first-come, first-served basis of all those applications meeting our criteria. We will give priority to early applicants for their preferred date.
- Please keep in mind when choosing dates for your workshop possible conflicts such as the AFL-CIO Regional meetings and 1987 Convention (full two weeks). They are as follows: Regional Meetings: March 20-21; April 10-11; May 29-30; June 5-6; Convention: October 18-29.
- If you have any questions about the 1987 TV Performance Training Workshops, please contact Julie Smith at LIPA at 202/637-5334.



THE [illegible] OF [illegible]

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RESPONSE QUESTIONNAIRE

STATE FEDERATION: _____

PRINCIPAL OFFICERS: _____

STAFF LIAISON: _____

Please attach the names and affiliation of Executive Board members taking the workshop.

Please list in order of preference the Executive Board meeting dates between March 1987 and June 1988 on which you would like to co-schedule a TV Performance Training Workshop. Also, please indicate whether you prefer morning or afternoon sessions.

- | | | | | | |
|----|-------|------|-------|------|-------|
| 1. | _____ | A.M. | _____ | P.M. | _____ |
| 2. | _____ | A.M. | _____ | P.M. | _____ |
| 3. | _____ | A.M. | _____ | P.M. | _____ |
| 4. | _____ | A.M. | _____ | P.M. | _____ |
| 5. | _____ | A.M. | _____ | P.M. | _____ |
| 6. | _____ | A.M. | _____ | P.M. | _____ |
| 7. | _____ | A.M. | _____ | P.M. | _____ |
| 8. | _____ | A.M. | _____ | P.M. | _____ |

Do you have a TV/Monitor that can be used for the workshop? _____

Do you have a VCR? _____ VHS _____ BETA _____

Do you use a meeting hall that can accommodate this workshop? _____

If no, do you regularly rent a room for your Executive Board meetings that could also accommodate the workshop the size of your Executive Board? _____

PLEASE RETURN TO: Julie Smith
Labor Institute of Public Affairs
815 16th Street, N.W., Suite 206
Washington, D.C. 20006
(202) 637-5334



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Greetings!

Each spring, the Massachusetts chapter of Americans for Democratic Action holds its annual Roosevelt Day Dinner. This year's 39th annual affair will be held at the Park Plaza Hotel in Boston.

Our featured speaker this year is Governor Michael Dukakis. Lt. Gov. Evelyn Murphy will also speak, and the Roosevelt Day Award will be presented to former State Representative Thomas Gallagher. Massachusetts ADA President George Bachrach will chair the proceedings.

Formed in 1947, ADA is an independent political organization which works at national, state and local levels for passage of progressive legislation and for the election of liberal candidates. The Massachusetts chapter will celebrate its 40th anniversary in September.

We are currently accepting advertisements to appear in our Roosevelt Day Dinner Program which will be distributed to each guest. Attendance is usually around 500 for this major political and social event. Your participation as a guest or advertiser will assist ADA's continuing program to promote progressive ideas in Massachusetts. Enclosed you will find a rate sheet for full, half, or quarter page ads. In addition, a special page will be set aside to honor our award recipient Thomas Gallagher in which you can list your name as congratulating him.

We appreciate your support and hope you'll be with us on March 7th.

Sincerely,

Susan J. Fliegel
Roosevelt Day Dinner Chairperson



Americans for Democratic Action

Massachusetts Chapter

1987 ROOSEVELT DAY DINNER PROGRAM ADVERTISING FORM

Please reserve space for:

_____ Full Page (7 3/4" x 4 3/4").....\$200

_____ Half Page (3 7/8" x 4 3/4").....\$110

_____ Quarter Page (1 15/16" x 4 3/4" OR 3 7/8" x 2 3/8").....\$60

_____ I am enclosing a camera-ready copy (preferable if possible)

_____ I am enclosing typed copy, which you will make photo ready.
(please add \$5 for typesetting and layout)

Please send copy as soon as possible. Final deadline for typed copy is FEBRUARY 18.
Final deadline for photo-ready copy is FEBRUARY 25.

_____ Please list my name on a special program page honoring THOMAS GALLAGHER.
(\$25 per listing)

Name _____

Name for Gallagher page (if different) _____

Address _____

City _____ State _____ Zip _____

Phone _____

FOR MORE INFORMATION: Please call Mike Ventrella at 482-3648.

